

NASFAA's "Off the Cuff" Podcast - Episode 188 Transcript

Speaker 1:

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Justin Draeger:

Hey everybody. Welcome to another edition of "Off the Cuff." I'm Justin Draeger.

Allie Arcese:

I'm Allie Arcese with our communications team.

Megan Coval:

I'm Megan Coval with our policy team.

Karen McCarthy:

And, I'm Karen McCarthy also with our policy team.

Justin Draeger:

Before we get into everything today, I want to say thank you to our sponsor AwardSpring. Thank you very much for sponsoring the podcast. People can check out their link in the show notes. Guys, welcome back. It's been a few weeks. We had spring break over in our school district. Karen you're on spring break this week although you're still working.

Karen McCarthy:

Not much of a break here, but yes.

Justin Draeger:

And Megan and Allie, I don't even know spring break means anything to you guys yet, does it?

Megan Coval:

No.

Allie Arcese:

No.

Megan Coval:

Not yet.

Justin Draeger:

Okay. All right. Well, we went into Shenandoah for a week and it was fantastic. Did some hiking. Then I came back and immediately got sick. And here's the thing I've noticed about telemedicine and I don't know. Allie, you're going through a whole pregnancy right now, I don't know what your experience is like.

Allie Arcese:

Had a lot of virtual appointments.

Justin Draeger:

Okay. Well before COVID, I would go to the doctor with me or one of my kids and to get them to prescribe us drugs was a whole thing. I understand bacteria resistance, they don't want to give you antibiotics for no reason, but it was always like pulling teeth. Like we are sick, give us something, please. Now with telemedicine, all of a sudden they don't need to see me at all. They don't need to look in my ear, they don't need to figure anything out. They just write prescriptions.

Allie Arcese:

Like candy?

Justin Draeger:

Yeah. Feels like, it's 1990 again. I don't know. It just feels like they don't need to look at me. They don't need to see me. They're just writing prescriptions. And on one hand, I love it because I just want the drugs to make me feel better, even if it's psychologically. And second, on the other, I feel like maybe somebody should look at me. Feels like the doctors are like, "Eh, whatever. You'll be fine I'm sure" sort of thing. So I don't know.

Justin Draeger:

Did you have anything else you guys wanted to chat about?

Megan Coval:

Well, I think about this a lot because I wonder, do you guys eat lunch at your desk most days now that you work from home? What do you do for lunch?

Justin Draeger:

I've always been a desk eater when it comes to lunch. So that's just.

Megan Coval:

But do you feel.

Allie Arcese:

It depends.

Megan Coval:

Here is what I feel. I feel nervous when I, not nervous. Nervous isn't the right word. It's not like NASFAA is a scary place to work, but if I go upstairs to make my lunch, I feel like now that I'm working from

home, if somebody pings me, I should be there or show that I'm there. But at the office it would be nothing for me to lock up, go to Chopt, wait in line, come back in 25 minutes. And that was like...

Justin Draeger:

And if it was a nice day, maybe eat outside the park.

Megan Coval:

Maybe eat outside or have lunch with a coworker. And here, it's self-imposed I know.

Justin Draeger:

You feel tethered?

Megan Coval:

Yeah or like I should

Allie Arcese:

It's like teleworking stigma.

Megan Coval:

Yeah.

Allie Arcese:

I felt that more at the beginning of the pandemic.

Justin Draeger:

Because you felt like teleworking is the stigma, is that? You're not really working so you have to. I know I definitely felt that way a little bit before the pandemic. Karen, you're a full-time teleworker what's your feeling on this? I get the feeling. Here's my feeling, Karen, is that when you walk away, you are totally comfortable walking away.

Karen McCarthy:

I am fine walking away, but I've also been doing it longer than Megan has, so she mentioned. But the other reason, which I don't know if we want to get into, the reason I try not to eat at my desk is that I'm afraid of getting food in my, and I don't want to have to clean up and I don't want crumbs in my keyboard and on my laptop. And so I just don't like any food in the vicinity. I don't want to be spilling any drinks, so I try not to eat at my desk.

Justin Draeger:

Oh yeah, no, I'm not hearing that all.

Megan Coval:

I remember like one day we pinged Karen. I don't know Justin if it was something like a reporter wanted to talk right away and we pinged Karen and it was like, "We kind of need you." And you would come back and you were like, "Sorry, I was trying to make a sandwich." But then I saw this.

Karen McCarthy:

I didn't have that tone though! I would know.

Megan Coval:

No, you didn't. But I can tell it was a busy day already. And you were like, I'm just trying to make a sandwich.

Justin Draeger:

I feel like with you two in particular, maybe to some extent, I don't think I've texted you Allie. I can't remember a time where I've texted you like I need you right now, but with you too, I feel like if I really need to get a hold of you, then I do text. But Karen, I feel like you're pretty good. You're a good example of, you draw these lines and you know, if you're not working, then you're going to try not to work because you've been a long time teleworker, full-time teleworker. And if you don't draw those lines it's the same thing. If you don't own your own calendar, people will walk all over your time.

Karen McCarthy:

Right.

Justin Draeger:

Without a second thought, so you have to. But I do know, I always feel like with you, Karen, if I pull you in on lunch, I always have this little guilt like, I knew maybe you were running at lunch or maybe you were actually eating lunch.

Karen McCarthy:

Oh Good.

Justin Draeger:

With Megan, you've trained me, Megan. Cause I don't feel that way with you. I just feel like I'll just bother you whenever, but maybe Karen's done the training here.

Megan Coval:

Yeah. And you are a pro teleworker.

Karen McCarthy:

You know, in one of the articles that I read about. I'm sure you all have read lots of articles about teleworking and how to make it work for you and all that. It kind of talked about personality types and the differences. They kind of classified people as either segmenters or integrators. And we were talking about it in a small group at NASFAA and it's really interesting. Once we started talking about it, it completely made sense, how everybody approaches things differently based on whether you're a segment or an integrator and what are the positives and negatives to each.

Justin Draeger:

All right. So real quick on that note Karen. Of those of us right here, who would you put in the segmenter and who would you put in the integrator? Because I want to see if ours match.

Karen McCarthy:

I feel like I don't know enough about the working styles of Allie or Owen. I don't feel like I'm bugging them constantly during the day to really know, but I would say Megan is an integrator.

Justin Draeger:

Yep.

Karen McCarthy:

Yes.

Allie Arcese:

Okay. Wait, what are, what are the differences?

Justin Draeger:

Yeah. Can you define, and then let's see if you and I are using the same definition, but I would agree Megan's an integrator. Yes.

Karen McCarthy:

Yeah. A segmenter is similar to what you just said, Justin. The people who established very clear work and life boundaries in terms of time and when you're working and when you're not working. The integrators are like, it all just kind of flows together, I'm happy doing personal stuff at work, I'm happy doing work stuff during my personal time. It doesn't bother me in any way when things start to bleed in that way. And that once people start to work at home, you have to adjust to that depending on which type you are, especially if you're a segmenter, because the working at home thing lends itself more towards the integrators. Some of the segmenters in our office who I've talked to, those are the people who would really like to work in the office. They don't want to be working at home where they have home stuff bleeding in. So, we've had lots of conversations along those lines. I don't know how you think of it Justin.

Justin Draeger:

No, I think of it the same way. And I do think of Megan as an integrator. Allie, I think you are an integrator too.

Allie Arcese:

But I'm not happy about it.

Justin Draeger:

Well you have a healthy amount of self-loathing and I just think that's good. That's just good psychologically.

Allie Arcese:

Here's how I would explain it, coming from a journalism background and no one can probably relate. That's just, what's expected. You don't have boundaries. When I worked at newspapers, they were just like, "We need you when we need you." And that's your job.

Justin Draeger:

Yeah. So you run the editorial side of NASFAA, so there's breaking news that we have to run. But I do notice that you sort of flow in that, for good or bad, if I post something in Slack at nine o'clock at night, I'm pretty confident you're going to see an Allie.

Allie Arcese:

I can't ignore it.

Justin Draeger:

Right. And I'm confident Megan's going to see it. And I'm pretty sure Karen will see it at 9:00 AM or Karen will say, she didn't see it. And what I'm saying is there's nothing wrong with that. Because if I need Karen at 9:00 PM, then I will just text or call Karen's cell.

Allie Arcese:

Yeah.

Justin Draeger:

But the difference is you end up building expectations for those around you. The integrators then have built an expectation that everybody's going to know they're on all the time.

Justin Draeger:

And segmenters, you've learned over time that like Karen, you're one of a few segmenters that I work with more directly that I just know, they are not going to see it or look at it unless I tell them to go see it and look at it. And that makes me think twice about, do I really need to interrupt their evening or their lunch hour? But I like being an integrator because I don't know. It works for me. I like getting up on Sunday when nobody else is working and putting in a few hours. I don't want anybody else to do it. But for me, I like it. So I don't know. It's a different work style.

Karen McCarthy:

Like on the work side though, I will say in defense of the segmenters. When we're working, we are working. Sometimes, at the end of the day, I was like, "Oh, darn. I needed to call that doctor's office and make an appointment." And this one little personal thing that I needed to do during the workday, that I completely forgot about. And now the doctor's office is closed and it'll stay on my list because I'd never think of that stuff because I'm doing my work, leave everybody else, leave me alone.

Justin Draeger:

Yeah.

Allie Arcese:

I relate to the segmenters in that I would like to be in the office.

Justin Draeger:

You're an aspiring segmenter.

Allie Arcese:

Yeah.

Justin Draeger:

But you can come in. Right. You know that it's like yellow.

Allie Arcese:

Yeah. I know. And I did, one day last month, because I had a dentist appointment down the street and I was the only one there. It was like, this is not what I want.

Justin Draeger:

Right.

Allie Arcese:

I want to like walk up to people and bother them.

Megan Coval:

One of my first bosses, I won't mention names, but I think he pushed me into this because he used to say, "When I write you an email in my head, I write the email, and then the next thing I do is just imagine you on the other side of the computer, opening it and reading it like right then." And this is one of my first jobs. And I was like, okay.

Justin Draeger:

See, this is why when Megan first started at NASFAA, 10 plus years ago, I hired you. You were our Director of Federal Relations. And it was everyday, you keep popping into my office all day telling me the most mundane things like, "Hey Justin, I'm going to go down to CVS and get a diet Coke." And I'd be like, "Okay." Or, "Hey, I'm going to pop out for lunch." And then finally, do you remember? I like pulled you over with me. Why do you keep telling me all this stuff? And I'm like, I don't need to know where you are every minute of the day.

Allie Arcese:

But it's better than the other end of the spectrum. Where if you have someone who you're just like, "I haven't seen you all day." Where were you?

Justin Draeger:

Well, there's a balance. There's a balance. If I didn't see Megan for three days straight, I might be like "where the hell is Megan at?"

Megan Coval:

Well, I was trained on something different before I came to NASFAA. It was a nice change to be like, "Oh, I can go to the bathroom?"

Allie Arcese:

Yeah.

Megan Coval:

Oh, good times.

Justin Draeger:

Let's jump into our agenda. We got a few things to talk about. Before we jump into everything, it looks like we're talking about potentially another budget reconciliation bill, Megan, you want to catch us up?

Megan Coval:

Right. So the first budget reconciliation bill was just in early March. And that was how the American Rescue Plan was passed. And just this past week, Senate Majority Leader, Chuck Schumer asked the Senate Parliamentarian, the most powerful person in the Senate as I think is Justin likes to say, if he could essentially crack open the Fiscal Year 21 budget resolution, which is the basis for reconciliation and potentially do a second reconciliation bill, which again allows the Senate to circumvent the filibuster and just have a simple majority pass the bill. And the answer was, yes, he could do that. So it is possible that the Senate will try to use reconciliation again, most likely to push through the infrastructure plan, the American Jobs Plan that President Biden announced last week, at least part of it.

Justin Draeger:

Any word on timing here? How quickly are they trying to move?

Megan Coval:

I think I've seen sort of early midsummer, realistically before you would see any real action because, to use reconciliation, you have to go through the process of assigning instructions to each committee and giving them their numbers. And then they have to come up with their Draft Legislation, which just, takes some time. And we also haven't seen the full American Jobs Plan from the President yet. So he just introduced them, the first piece of it, about a week ago. So we haven't even seen The White House.

Justin Draeger:

So there's a lot of question marks here, in terms of higher ed funding in this reconciliation, we're mostly talking infrastructure. So bonds that would support public institutions or community colleges? Do we expect additional HEF funding or is that, potentially in some other round?

Megan Coval:

So all we have seen so far is \$12 billion for community college infrastructures and then another pot of funds for minority serving institutions on that front. But I think it's possible that in the second part of the plan, when it's announced, we might see something about free community college tuition, not sure, but we've sort of heard that might be where the administration is heading. But, no. I don't think any kind of HEERF related funds, I think this would be more on the recovery and longer term proposals. So we'll see.

Justin Draeger:

All right, we'll keep our ears to the ground on that one. Let's keep moving here. So Megan, where are we at with the President's budget? Usually it's released in February, but it seems like we've hit delay after delay or is it coming soon or where are we?

Megan Coval:

It's always delayed for the first year of a president's term, but we were actually thinking that we were going to see the first part of it last week, but it's been pushed out a little bit and we are actually expecting to see it tomorrow or Friday the day you all will hear this. But it will be kind of a paired down version. So what we call a skinny budget that will just show like overall high level funding. We may see them say a little bit in terms of more detail with some of their key policy initiatives, but we're not sure. And then probably the full thing will be out by end of April or early May.

Justin Draeger:

Is there any surprises that we're expecting in this skinny budget and specifically anything on student loan debt?

Megan Coval:

I don't think so. I think if we see anything in the President's budget, in terms of his big ticket proposals, it'll probably have to do with free community college tuition or Double Pell. And I don't know, we may not even see that until the full, big budget comes out, but I'd be real surprised to see anything in there about debt forgiveness.

Justin Draeger:

Yeah. I agree with you. If folks aren't paying attention, there seems to be sort of a pointing of fingers, when it comes to student loan debt cancellation. So I think it was just this last week Chief of Staff, Ron Klain, spoke to reporters and basically said that. When asked about whether the president would be using his authority to cancel student loan debt through executive order, his answer was that it's still being studied. So apparently this is still being studied within the Federal Government, I assume over at maybe justice or with the attorneys at the Department of Education. But then, they keep reiterating their point that they would prefer to see Congress take steps, to cancel a modest amount of student loan debt. And I don't know if that's \$10,000 or \$50,000, but at the end of the day, it seems pretty unlikely that Congress can pull together the votes to do this. Unless maybe there's some way they can do it through a budget reconciliation.

Megan Coval:

Yeah.

Justin Draeger:

The president wants Congress to do it. Progressive Democrats in Congress want the President to do it. And it seems like we can't really get past that single point.

Megan Coval:

Let's see. So what do you make of the memo?

Justin Draeger:

What was that ?

Megan Coval:

I was just going to say what do you make of the memo?

Justin Draeger:

I don't know. So the problem is the Trump administration boxed in the new administration because their attorneys, in the waning days of the Trump administration released something that said the President didn't have the authority to actually do this. Yet, the last Secretary of Education changed all sorts of terms and conditions on student loans, through the pandemic, including basically, a form of loan forgiveness, which is not allowing any interest to accrue and count all of those missed payments towards public service loan forgiveness. That is a form of loan forgiveness, right? Because you're counting payments that weren't made as payments.

Megan Coval:

Yeah.

Justin Draeger:

So it's like they said, "No, you can't do this." Meanwhile, we've just done it.

Megan Coval:

Yeah.

Justin Draeger:

I don't know. I think the thing I've learned about attorneys over years is that their job is to, they're not judges. They are arguing the point you want them to make. So it feels like, to some extent, the memo is going to follow the policy and right now the administration wants Congress to do it. So I don't know what the impetus would be for the release of the memo, unless they are ready to actually do an executive order on loan, forgiveness.

Megan Coval:

Yeah.

Justin Draeger:

What do you think?

Megan Coval:

I think, this might be like a cynical view, but I think it's sort of a box to check and that it would maybe come back and they'd say, "Yeah, look, we can't do it. You do it." I think it's sort of like, "We checked it out." And, I don't know.

Justin Draeger:

Yeah. Well, let's talk about current funding. So we've talked about what might be in the skinny budget, this new budget reconciliation package, but schools are still waiting we know with HEERF III money that's sort of waiting in the wings. When do we expect money and guidance on this?

Megan Coval:

Hopefully soon, I think there are. Some of us heard that it was going to be out the first week in April, but our understanding is that's not the case now. And of course we're almost done with the first week in

April, but I don't want to give a concrete date or a time, but I think it's fair to say the department is working to try to get these funds out quickly and to get the guidance out with the allocations.

Justin Draeger:

There is a balancing act here too. Right? We've told the department, our community has told the department, we want guidance before the money. Don't give us the money and then retroactively tell us how we should have spent it.

Megan Coval:

Yeah.

Justin Draeger:

And of course we'll never have all the questions answered before we get the money, but we do want the bulk of, of major questions answered before the money hits. So I think the department is trying to do this balancing act as well, get the money out as quickly as possible, but also release it with guidance that will give schools enough to go out with the funds.

Megan Coval:

Yeah, and we haven't even hit the month mark since passage. So hopefully soon.

Karen McCarthy:

And I just wanted to point out there, that the department is still actually sending out HEERF II funds to schools right now. And so I think schools are still looking, even schools who have their HEERF II money are still evaluating how they're going to spend those dollars and getting dollars out to students as emergency grants there as well. So that process is still ongoing and then we'll have this HEERF III kind of immediately following that. Hopefully soon.

Justin Draeger:

All right. Thank you, Karen. Let's turn our attention to some other action that the department of education recently took on helping borrowers, specific borrowers, on some student loan distress they were feeling. Allie, you want to catch us up?

Allie Arcese:

Yeah. So kind of interestingly, the pandemic student debt relief and debt cancellation, and those issues are starting to bleed together a little bit in some ways. One thing that ED announced recently was that borrowers with privately held FFEL loans are going to receive retroactive relief. So the pause on interest accumulation and collections on defaulted loans for those in the programs. So that, only applies to defaulted FFEL loans. Additionally, within the same week, they announced some changes for borrowers with total and permanent disability discharges. So borrowers who received those loan discharges will not be required to provide income documentation for the rest of the pandemic. So there were about 41,000 borrowers who had their loans reinstated because they didn't submit the necessary paperwork. And then that waiver is going to, its retroactive to the beginning of the pandemic, so last March. But it applies to all TPD borrowers with discharges. They won't have to provide that income documentation for the rest of the pandemic.

Justin Draeger:

All right. So those were both welcome changes. But it seems like I read some critique that the department was receiving. Who is critiquing here?

Allie Arcese:

Some advocacy and consumer groups who were just saying essentially, they should just have broader cancellation.

Justin Draeger:

So that it wasn't more widely applicable.

Allie Arcese:

Yeah. Essentially. At least that's what I got from the critique.

Justin Draeger:

On the FFEL side, I will say, we've been saying that FFEL borrowers should have parity with the DL borrowers. So we're seeing some progress on that if they're going to be treating the FFEL defaulted borrowers differently.

Allie Arcese:

Yeah. On that note too, there was a coalition of various groups last week, the last week of March. This was organized through the Student Borrower Protection Center. It was about three dozen organizations that put out a statement, urging the Biden administration to fix the student loan repayment process before they make any decision on whether, or when, to reinstate student loan repayments, during or after the pandemic. And they do note, in that letter too, that millions of borrowers have been kind of excluded from that relief and that does include FFEL borrowers.

Justin Draeger:

Karen.

Karen McCarthy:

I was just going to add something about the Total and Permanent Disability Discharge. I think that some of the critiques at the department, that all that they have done this particular waiver of having to provide the income documentation every year for those that are in the conditional discharge period, there's that three-year period that they have to do it before their loans are completely forgiven and discharged. I think some of the critique is that okay, great.

Karen McCarthy:

The department has waived requirement and discharged any loans that had been reinstated when borrowers did not provide that documentation. But I think that their objection is more like a policy objection, to why do we even have this conditional discharge period to begin with? Why do people have to continually provide this income documentation on an annual basis before their discharge is considered final? So there's the operational issue of, how hard is it for our borrowers to provide this every year. And then there's also the policy issue of, should we continue to require that borrowers do it to begin with?

Justin Draeger:

Well, so where do you fall on the policy side, Karen? Because it seems like in the past, there was much more emphasis on program integrity and making sure we weren't creating programs that were ripe for fraud. And then the other side of that is access to the programs, how difficult we've made it for legitimate people to qualify for it. So where's the balance here on conditional district?

Karen McCarthy:

Yeah. I don't know. I, haven't given a lot of personal thought to the policy question, but on the operational side, one thing that I did want to mention is that this income documentation that they're providing every year is basically the same thing that everybody has to provide to recertify their income for the income driven repayment plans. So those borrowers we know also struggle with doing that on an annual basis. And the consequences for them is they get kicked out of their income driven repayment and over into standard and have their interests capitalized, and then their payments go up and all.

Karen McCarthy:

So everybody who has to do this income documentation seems to be struggling with it because it's a pretty manual process. You can use the DRT, the Data Retrieval Tool through the IRS right now, but the FUTURE Act that is in the process of being implemented right now, also had a way for this direct data sharing to work over on the TPD side. So we've been focusing at NASFFA, mostly on the FAFSA side, of the direct data sharing. But it also allows the borrower to say, the IRS can verify my income for you on an annual basis. So that does, when that is implemented, we'll ideally make that process a lot easier for borrowers. There's still the question of whether they should have to do it to begin with, which is a bigger policy discussion.

Justin Draeger:

But the operations do solve a policy quandary because if you're balancing program integrity with access, but you can solve both of those things with an operational solution. They're already reporting their income one place, we don't need to keep asking for it somewhere else. We're just applying the same logic. We applied to the FAFSA, except on the back end for people who are facing a disability discharge. So I do feel like it does sort of answer some of that question now, whether we continue to have a conditional discharge or not, I guess, as a question for what a few future negotiated rulemaking, cause that's a regulatory issue.

Karen McCarthy:

Right. Yeah it is somewhat of a win-win. You're protecting the program integrity, but it's a lot easier process on the borrower as well.

Justin Draeger:

All right. Thanks everybody. Before we jump into our question of the week here, I just want to put in a plug for our annual conference. People have probably already seen emails that we sent out that we are going to do a virtual conference. I don't know if that's necessarily a big surprise. We had hoped optimistically, but yet cautiously, we might be able to get a smaller number of people together, but it's become pretty clear that virtual is the way to go.

Justin Draeger:

And as a big thank you to our members, we are charging one institutional price. You can send as many people as you want from your institution to our virtual conference for the low price of \$99. That's for all renewing NASFAA members. So that's a 'Thank you' from us to all of you for hanging in there with us this last year. And you hang with us, we'll hang with you and we'll get through another year together. So look for that. The virtual conference is live on our website. The dates will be June 21 through 25 and a lot of good programming there. So check it out.

Justin Draeger:

All right. Our question of the week. Megan, I'm going to start with you. The question was, if you could go back in time and tell your 20 year old self one piece of advice, what would it be?

Megan Coval:

I thought of a lot of things, but I think one big one, and this is something I'm still working on it, admittedly, but it's just, to not worry so much because I've gotten a lot better at not worrying so much. But, I would just be worried about everything all the time. And I was so worried about, 20 years old, I was so worried about school and in college, I was stressed out all the time and with every test and now I think, it doesn't really matter. I mean, what grades you got in college, but these things would keep me up or worrying about the future or, and it didn't make any difference. Worrying didn't help.

Justin Draeger:

Worry less.

Megan Coval:

I would have kind of fix that sooner is what I would have tried to do.

Justin Draeger:

Allie. How about you?

Allie Arcese:

Yeah. Similarly, there are many things I could say to my 20 year old self, but I think this one applies to work life, personal life, many different aspects of your life is, be confident about what you have to offer and don't sell yourself short. Don't settle. Know what you're worth.

Justin Draeger:

All right. I feel like we're also getting insights into each of your psyches. So this is good. I'm going to write this down and then add it to your dossiers. Karen, how about you?

Karen McCarthy:

Oh, Megan and Allie both just made me think of some more that I would add to my list, but I will, since we just talked about the segmenters, and the integrators earlier about claiming your time. I saw an ad in a magazine on a flight. So this was a long time ago. And it was an ad for some kind of alcohol. And it was a guy who was fly fishing. So he's, there's beautiful scenery. And at the top of the ad, it said, "Take your time, or somebody else will."

Megan Coval:

I know, I really liked that.

Karen McCarthy:

I don't remember what the alcohol was.

Allie Arcese:

Ineffective advertising.

Karen McCarthy:

I know, but it's both a personal thing and a work thing and you know, blocking out your time and because your time just goes by and it will fill up with nothing. If you don't figure out what your priorities are and how you want to focus. And, that would be mine.

Allie Arcese:

I love that.

Justin Draeger:

That is good. I feel like there was a lot too. It was hard to focus in on one thing. The first thing I went to, you guys have heard the rule of tens? It's like, will this matter, to keep perspective? It's like, will this matter in 10 minutes, will this matter in 10 months, will this matter in 10 years? And I have a 17 year old living with me, who's not far away from 20.

Justin Draeger:

And I was trying to explain this to her recently, but at 20, that's hard to wrap your mind around because 10 years is like half of your life, when you were an adolescent. So I just don't know if it's possible to fully grasp that segment of what each of you said, which is at 20 years old, can you really wrap your mind around what's important? When for all intents and purposes, you've only not been a kid for a few years.

Allie Arcese:

Like, everything seems huge.

Justin Draeger:

Right. And maybe it is because you're only 20.

Karen McCarthy:

To you its huge.

Allie Arcese:

Yeah.

Megan Coval:

Yeah.

Allie Arcese:

So that one didn't really work. So I threw that one out, but mine was more of this idea of meditating on the worst case scenarios. Because like you, Megan, I am by nature or have been a worrier. And I'm thinking I'm a lot better than I used to be, but it's this idea of, what's the worst case scenario and how likely is the worst case scenario. And when you put those things together, you realize the worst case scenario really isn't that bad.

Megan Coval:

Yeah.

Justin Draeger:

And second of all, the worst case scenario isn't even that likely. So keeping that in mind, I feel like, what if? Like right. Help me not spin wheels as often stay focused on the things that are most important. I don't know. It's everything I'm hearing is a lot about perspective and what's important, and priorities.

Megan Coval:

Yeah.

Allie Arcese:

Another one I liked, that I almost picked was, you know the saying that, "If someone shows you who they are over and over again, believe them."

Karen McCarthy:

Yeah.

Justin Draeger:

That's a good one. Is that for one of us, are you applying that to one of us on this call?

Allie Arcese:

All of you.

Justin Draeger:

All right. Thanks everybody for joining us for another edition of "Off The Cuff," send us what you would tell your 20 year old self. Send us any other comments and questions. Tell a friend, remember to subscribe and we will see you again. Next week.

Speaker 1:

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